

TOP COVER

THE POLICE FIREARMS OFFICERS
ASSOCIATION MAGAZINE

NUTRITION FOR
THE NIGHT SHIFT
POLICING KOSOVO
THE PFOA CONFERENCE

SAFE TRAVELS

TOP COVER VISITS THE
BRITISH TRANSPORT POLICE

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TOP COVER

MEET THE TEAM

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Muki Williams	Editor
Steve Howson	Post Incident Management
Dave Blackledge	Science on the Street
Ben Lacey	PFOA Support
Scott Ingram	Law & Regulations
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We then do the rest in dollars the Gift Aid back which goes towards supporting our colleagues and their families all over the UK.

Thank you!



WELCOME

TO THE LATEST EDITION OF TOP COVER. The PFOA has just celebrated its 4th anniversary, which seems to have flown by. Our membership now stands at over 4,000 officers, which is quite amazing. Since our last magazine a number of forces have supported their officers by paying for a block membership. The Thames Valley and Hampshire firearms units are now on board, as well as Nottinghamshire, Hertfordshire, Bedfordshire and Cambridgeshire. We warmly welcome all our new members and their families.

In the past few weeks firearms officers from West Mercia Police were involved in an incident where shots were discharged by Police, the resulting support from their Deputy Chief Constable, Simon Christensen, is so to be commended. His common sense approach to an incident where his officers put their lives on the line demonstrates support and reassurance to all those who volunteer to carry firearms.

I am hoping to arrange a visit 'up North' in the next month or so to write an article on the newly formed Police Service of Scotland. It will be interesting to learn about how the firearms units are managing the change over to a 'one force' strategy.

Congratulations if you're among the eight-eyed who spotted the new PFOA logo on the cover, read more on our board developments on page 19. In this edition I visit the recently formed BTP firearms unit to see how they are keeping us safe when we travel. Martin Roe gives us a unique insight into policing in Kosovo, while Cae Francis writes about nutrition and looking after ourselves. Look out for the PFOA Post Incident Conference on 28/29th October, which is already gathering pace with bookings coming in from all over the UK. We have some excellent guest speakers and will be looking at how the Post Incident Procedures can, and have been adopted to assist non-firearms death or serious injury incidents.

Enjoy the magazine, and thanks for all you do.

Mark

MARK WILLIAMS EDITOR | mark@pfoa.co.uk

giftaid it

PROMOTION

We all know the importance of training for reality. The Range Store is about to release exciting new products and a custom service geared to help instructional teams achieve their aim of providing more versatile and realistic Firearms training. The concept for The Range Store was originally born out of frustration through the experience of training.

Some examples of these frustrations:

- Having to carry a roll of masking tape around in order to stick targets to walls
- Propping targets on chairs to achieve a realistic height only to find that they have fallen off when the Officers enter the room
- Wasting instructional time and resources trying to construct a badge it and leg it type stand which is untransportable
- Limited choices of threat assessment and qualification targets

Initially, we thought that the must be a widespread issue but on visiting and speaking with a great many Firearms training departments within the Police and Military, this is clearly a common theme. We have seen huge wooden stands constructed by range staff which are untransportable in any numbers and would probably break in the van. Two heavy net shields bolted together with a target in the centre which you cannot change (due to the weight). It lived on the ground floor and numerous examples of blue tack, drawing pins, masking tape etc. None of these are any good if you are taking a 'no damage' venue which is so often the case in Firearms COC training. Probably the worst issue we have heard of was wooden backing with pasted paper target faces which were then stored up in rooms on the floor at about waist height. The team of AFDs carrying out room entry tactics were consistently pointing their weapons at the floor as this was the angle in which they had become used to engaging. This is a clear example of how instructional aids which are not fit for purpose can lead to dangerous muscle memory and operational practices.

The Range Store mission is to equip the Military, Police and Professional Armed Agencies with the best, cost effective targets and associated systems which provide the end users with realistic training aids and cut down on valuable instructor preparation time. We aim to provide an unrivalled, discreet and honest



service focusing on the requirements of the teams. We have sourced the best suppliers who all share our aim to minimise the impact to the environment. With constant research and development, tailored to your needs, our range will continue to develop and expand in line with what you require. We want to help your organisation to bring out the very best in your operators during training by giving you the very best training aids.

THE PRODUCTS

We currently provide Threat assessment Targets, Developmental Targets, Qualification Targets, 3D Targets, Target Turners, associated systems and ancillaries. We provide a COC stand which enables you to quickly place a target anywhere in the room at a representational height, with an ability to rapidly change the target and your scenario. Our targets can be printed on different materials to suit your range and target turners. If we do not supply what you need, tell us and we will do our very best to source it for you. At The Range Store, we have probably encountered the same issues and considered the same things as you. We have a friendly team and are always happy to help out and advise whenever possible. We appreciate how busy professional firearms training departments are and that time is limited. For example, we were recently contacted by a Police department enquiring into utilising Ansoft equipment for training. Although we do not currently supply such products ourselves, we were happy to assist with some research and source products on their behalf.

We have some new and exciting products which will be added to the range in the near future.

CUSTOM SERVICE

We know that Operational environments and threats evolve. Therefore, we also offer a custom service aimed to deliver products that suit your requirements and our range will constantly evolve to replicate what the professionals want.

We would like to take this opportunity to thank Mark and the PFOA team for their continued support for more information visit www.therangestore.co.uk or contact us via email info@therangestore.co.uk (your enquiry will be dealt with promptly and with discretion).

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THE LEICESTER

WRITTEN BY STEPHEN SMITH | SCOTL FIVE STORM

1ST SEPTEMBER 1975

Fifty-year-old Bulgarian born, Sali Nikoleff, was a bitter man after his marriage ended in divorce in 1974. Chained to his bed over his house at 25 Lamborne Road, Leicester as his ex-wife is being up their three children as, he believed he had been the victim of some kind of plot. In his troubled mind at all inside sense when he drove past his old house and saw his ex-wife talking to her two neighbours, both of whom had given evidence against him at his divorce proceedings.

Something in him snapped and he drove away to prepare his revenge, even he could not have foreseen the level of misery and suffering he was about to inflict on others.

It was 10.30am on the 1st of September 1975, when Nikoleff returned to his lodgings and loaded a double-barrelled 12-bore shotgun and 48 cartridges into his boot, along with a carving knife and cans of petrol and oil. He roared back to the quiet road and parked outside his old house. His ex-wife stood on the pavement at the end of the drive still chatting to the neighbours, Mrs Cabanick and Mrs Shenson. Nikoleff went to the front of his car and took out the double-barrelled shotgun. Without warning he shot Mrs. Cabanick dead at point blank range and he fired at the other two women but missed. Mrs. Nikoleff ran inside her house to warn her two sickly children who escaped out the back. She then ran upstairs and barricaded herself in the front bedroom with her 10 year old son.

Sali Nikoleff took two cans of petrol from the car and entered the house by smashing the front window. He immediately started a fire under the staircase. Mrs. Nikoleff was screaming for help from the upstairs window. A neighbour who was an off duty police officer borrowed a ladder and managed to rescue Mrs. Nikoleff and her 10 year old son. Another neighbour had dragged the body of Mrs. Cabanick into her garden.

In response to an emergency call two traffic officers arrived, followed closely by an ambulance. The ambulance stopped outside number 21, where the body had been taken. The two officers went around the rear of number 25 and attempted to gain entry.

Sergeant Dawson and WPC Dayman also arrived and parked behind Nikoleff's stolen car. They walked up the driveway of number 25 to talk with PC Jones, the off-duty officer who had rescued Mrs. Nikoleff and her son.

Before any conversation could take place, Nikoleff leaped out of the upstairs bedroom window and shot Sergeant Dawson in the stomach. The sergeant fell to the ground and died almost immediately. He then shot WPC Dayman, wounding her in the head, shoulder, back and left leg. She also fell to the ground where she remained severely wounded.



Upon hearing the gunfire the two officers in the van, PCs Christian and Galloway who had just forced the rear door, whirled round back to the front of the house taking cover behind the ambulance and their patrol car. They could hear WPC Dayman shouting for help. PC Galloway and PC Proudman (another off-duty officer who lived nearby) along with a neighbour Mr. Dickenson began to push the ambulance backwards in an attempt to give them some cover from which they could retrieve the wounded officers (they did not know at this stage if the sergeant was still alive). As they got nearer, ambulance man Williams opened the rear door to give more cover. Nikoleff fired again from the upstairs window. Three shells penetrated through the door hitting Williams in the head and chest, killing him outright. In another fitful shot PC Proudman and Mr. Dickenson were also wounded and lay behind the ambulance.

Several people, including others newly arrived, were now trapped behind the ambulance. Nikoleff continued to fire, peppering the ambulance. Mr. Oakley, the second ambulance man, attempted to attract help on the radio in the cab but had to stop when the vehicle's windscreen was shattered, rendering him slightly.

PC Christian then attempted to summon help using the traffic car's radio but Nikoleff fired at him, wounding him in the head.

SIEGE



and the officer collapsed on the side of the vehicle but managed to crawl over to Mr Oakley who, although himself wounded, managed to stem the flow of blood saving the officer's life.

The fire brigade arrived but could not approach the house because of the gunfire. It was 10:00am. In just 19 minutes, three people had been killed and five wounded, whilst others were pinned down by a gunman who was shooting anything that moved.

Specialised officers who had been called out from home now began to arrive equipped with handguns, gas and body armour. Senior officers attended and devised a plan. 'Only four resources were available.' They sorted on a frontal assault using five officers, two of them armed, while two more would give covering fire.

Just as the plan was about to be put into practice, the fire took hold and Nikolaev leapt from the window, dropping his shotgun on impact. A shot was discharged as the gunman the ground. Nikolaev was overpowered and arrested.

On 10th February 1976 Nikolaev pleaded guilty to three

counts of manslaughter due to diminished responsibility, two counts of attempted murder and one of arson. He was sentenced to life imprisonment.

Although this incident happened nearly 38 years ago it still resonates as it is through the decades, not only for the history shown by those involved who did not have the equipment and training that we have today for granted, but for how it has impacted on both our tactics and training. It has been used as a prime example of why we should not stop outside an address where an armed suspect may be, or approach an place sight. It gave us learning points regarding the use of cover and the limitations of using vehicles for cover, the importance of proper fire aid training and it finally dispelled the myth that shooters were somehow not as lethal as other firearms. ■



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AROUND & ABOUT

Many of us will remember like it was yesterday the horrific events of 7/7 innocent people going about their daily commute, murdered by terrorists. The following days and weeks left many people nervous about travelling on the London transport network. As a commuter myself, using one of the main London hub stations, Kings Cross, it was apparent soon after the dreadful events that extra security would be required in a document against any other attacks. Within days armed officers from around the Met were posted patrolling railway stations and surrounding areas. It always made logical sense for the British Transport Police to have its own designated armed unit and in February 2012 they introduced their new Firearms Unit, now part of the Counter Terrorism Support Unit, to patrol key hub stations. Made up of serving BTP officers and a number of retired firearms officers from other forces, the unit has gone from strength to strength. Between February 2012 and December 2012 the unit, four teams made up of a sergeant and twelve constables, had carried out some 1359 patrols. I met up with some old friends and new friends on a visit to their base in North London and was impressed with what I saw.

Policing our railways has been the responsibility of the British Transport Police since 1830 when it was deemed necessary to police the railway for the protection and safety of passengers and railway staff. With over 1000 miles track and some 3000 stations to police, there is no doubting it's a mammoth task. Headed up by Chief Constable Andy Trotter, BTP has evolved, probably beyond the wildest imagination of some, and maybe to the displeasure of others.

The sight of firearms officers patrolling key rail routes is becoming a familiar one, and it's plain to see, particularly from those that use stations regularly, that the public is reassured by their presence. There were no 'clash gaps' of deactivation within the main senior ranks about having a firearms capability, but the benefits to public safety and security are unmissable. It also allows

surrounding force firearms units to concentrate on their own geographical commitments. During the Olympics the BTP Firearms Team worked flat out protecting the public and ensuring that all those using the London rail network felt constantly reassured by their presence.

Closest Firearms Training delivered the initial firearms course for the BTP Officers. All officers are trained in the single search system and are constantly developing new tactics and techniques to meet the demands of policing railway stations with firearms. Classification shoots and training are mostly carried out in London working alongside the City of London Police. The Force has recently been informed that they will soon have an interim firearms training license from the Police College.

The unit uses Mercedes Vito vans to carry officers to and from stations. The vans have the familiar bonnetberg livery and yellow dots. As well as the usual plethora of radios, they also carry:

- MME kit
- Medical packs
- Various shields – short and long
- Ceramic plates
- Ballistic helmets

The officers themselves patrol in flat caps, which may look nice in the eyes of some but are totally impractical, and would have to be ditched at the first sign of dealing with any incidents. Their uniform however is practical and smart:

- 5.11 cargo trousers
- Black wicking tops
- Kevlar jackets
- Lowa boots

Being a new unit has allowed the BTP to evaluate what others use and pick out the best bits. I noticed nothing uniform-wise was copied from the Met!

Some forces need to wake up and smell the coffee. It does sometimes feel that the people who make decisions on uniforms, and I mean the ones that are in off, bear much resemblance to 'W911' General!

The unit made several weapons and decided that the most suitable for the role were:

- Lessa Machine Tool (LMT)





BRITISH TRANSPORT POLICE

WRITTEN BY MARK WILLIAMS

- Glock 17 pistol
- Taser

They also have the availability of detention devices.

During my visit I spoke with Inspector Alan Muggleton, a PFOA member. Alan has been putting together some Post Incident training for the unit, being keen to ensure that his officers are aware of the consequences should they be involved in a shooting, and what is expected of them. The training has been well received and has benefited not just the Firearms Officers, but many others including professional standards, Post Incident Managers and the Force Wellbeing Team. The BTP Federation has also played an active part in this training and are well equipped to support officers should there be an incident. The Federation Chairman, George Lewis, has actively supported and encouraged Firearms Officers to join the PFOA. Last year the Federation made a donation of £500 to the PFOA after we provided guest speakers for a Federation training day.

BTP Officers can travel anywhere on the rail network whilst on duty. They have a massive area to cover. The Firearms Team has the capability to deploy to any station in the UK. I spoke to Acting Inspector Adrian Noyles, who said "these horrific scenes from the Mether railway station are a constant reminder of the continued danger we face from terrorism, hopefully war and will go some way to securing the same thing happening in the country". I have visited the BTP Firearms Unit on several occasions, usually bumping into several Met colleagues who have evaluated on their second careers, and have been impressed by the way they have set the unit up, the equipment they use, and the enthusiastic way they go about their duty. Having seen them operate at rail stations in London, they always look the part and are normally always coping with the customers when I see them. The BTP Firearms Unit is here to stay, looking after all of us that travel on the rail network. They are an absolute necessity, and a welcome addition to our amazing firearms family. ■



SPORTAGE



Without doubt one of the most striking looking SUVs on the market at present has to be the Kia Sportage. Designed by the man who came up with several tasty looking Audis, including the TT, the Sportage did have a head-start in the design stakes. I have been looking at the Sportage KX3, a well-equipped version with the 1.7 diesel engine and manual box.

The sleek design of the Sportage really sets it apart from the normal box-shaped, bland SUV look. Some say it looks like a Range Rover Evoque. I would go a step further and say it actually looks better and is a heap of money cheaper. The KX3 is kitted out with 18 inch alloy wheels, which give the car a 'big' SUV look. From the front this car has presence. The large headlights and fog lights are a sleek design, with the chrome grill adding a bit of bling to brighten things up!

...all the bells and whistles you could ever want!

With a 1.7 diesel engine producing 114bHP this car is never going to set the world alight with its performance. The six speed manual gearbox is precise and slick, and the clutch is light. 0-60 comes up in 11.9 secs and the car tops out, where permitted, at 107mph. Although the figures seem on paper to be slow, you never feel like the car is underpowered. Sure you may have to plan your overtakes a little more, but this is a family car and has adequate performance for this role. Economy is 49.1 urban, 56.5 extra urban and 52.9 combined. I'm, who owns the car tested, reckons he gets about 47-48mpg regularly however these figures go down when his wife uses the car – his words not mine!

Kia has come a long way over the past few years. Their cars are well built and most, like the Sportage, have a five star NCAP award. Standard safety kit on the Sportage range includes air bags, electronic stability control, ABS, cornering brake control and electronic brake distribution – everything you need to keep you and the family safe. The high seating position helps with visibility, giving a commanding view of the road.

You cannot fail to be impressed with the interior of the Sportage. Not only is there ample space for five occupants but the quality of the interior feels like a well built. It's all practically laid out and the switch gear is close to hand. This particular model comes with heated front and rear leather seats, sat nav and enhanced stereo – all the bells and whistles you could ever want!

Any SUV is going to find the twisty bits somewhat challenging. If you want to hurtle around the corners and get the rear end out then best you go for a Cayenne or a beefed up X5! The Sportage handles safely and without fuss. The ride may seem a little hard on this particular version due to the 18-inch wheels, but it's certainly not uncomfortable, and leaves you reassured that when you enter a corner you will come out the right way round on the exit! For those in the back, things do get a little hairy. You really feel the bumps and with the standard leather seats in the XDI you can find yourself holding on to the grab rail to stop yourself sliding. The car remains fairly quiet and at motorway speeds you don't have to crank the stereo up to hear your music!

The Sportage range starts at £17,904 for the entry level CRDI ranging to £26,940 for the XDI 3 SatNav 4WD Auto. On the face of it they are very good value for money. Discounts are available probably in the region of £1500-£2000, depending on the model. ■

Thanks to Iain Smith for the loan of his car

For great deals on the entire Kia Range contact Tony Needs at Boorgate Kia, Peterborough on 01753 622217



THE VERDICT

I have always liked the look of the Sportage. I have driven the two diesel models and an auto and have been very impressed. For those on a budget you would have to go a long way to find a better value for money package. If you add to this the amazing warranty of seven years you cannot fail to be impressed. The Sportage is definitely worth a closer look!

MOTORING UPDATE

BMW 520D SE TOURING

**MILEAGE
USE**

**15000
PFA sponsor car**

The big five-door has just been returned back to our friends at BMW 1500D. The 5 series has been all over the UK and the Channel Islands! It has always been comfortable, apart from the rather crude suspension at times, and economical, returning almost 50mpg on average. The car swallowed up everything we put in the boot with ease. It is a great motorway cruiser, and handles very well on the twisty bits as well! The paintwork is superb, with no stone chips on the front end after a hard winter! Zero faults over the last six months and 90000 miles. Great car!



BMW 116D EFFICIENT DYNAMICS

**MILEAGE
USE**

**15000
PFA sponsor car**

The 1 Series really is an amazing car. Still returning over 60mpg and none congestion charge and road tax! The car is comfortable and spacious enough for all the business, leisure, magazines and computer kit we can throw at it!

A safe, reliable and economical car, that also happens to drive very nicely.



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SKODA CITIGO 1.0 ELEGANCE

**MILEAGE
USE**

**15000
PFA sponsor car**

The little Skoda was taking advantage of the zero congestion charge recently as Roger sped around London delivering TOP COVER magazines! This is where the little car is really at home. Light steering, easy parking and enough zip when you need it. There are no faults to report this time round! The motor has only got two speakers and struggles a bit, but you learn to live with it. The sat nav and Bluetooth are very good and very useful. The car is still returning over 50mpg and always arrives with its smooth ride and quietness.



WRITTEN BY MARK WILLIAMS

MOTORING

MY CARS!

There is no doubting I was a car nut, and like many others **my taste in four-wheeled transport has changed over the years.**

My first car was a MK1 facelift Capri 1600GL in Daytona yellow, bought for £600 from an uncle who lived in Chisleham. It was the car of my dreams, although it sadly turned into a nightmare on the very first day when someone opened their car door as I drove past! I then saw-ended someone driving to work, followed quickly by demolishing a garden wall after clipping a lorry driving along with fish and chips on my lap. I finally finished the car off on the A3 in Haverham when another car pulled across the carriageway in front of me!

Having joined the Army I then turned myself to a Mini. This was also written off after an altercation with another motorist in Holesden. Now some of you are probably thinking that my driving skills left something to be desired, but I can assure you however that I was not to blame for all the collisions, and did become a Class 1 advanced driver!

My repertoire of cars in the following years included a Vauxhall Cavalier, Capri MK3 3.0i Ghia, Vauxhall Nova SR and GS, Rover 827 Vitesse, and my first diesel car, a Citroën ZX Volcano. One of the best cars I have owned would have to be a 1996 Subaru Impreza Turbo, the face lift model with air con. This car set me back some £20,500, which back in 1996 was a lot of money! What followed caused much amusement to my ARV colleagues at the time. The bright red Impreza made way for a blue Renault Megane Sport – yes, the babies had started to arrive and a family car was needed. A few people cannot live, and a Volvo XC90, we finally decided to go for an estate car – a gleaming white Volvo V70 R. Design, the 240-hp diesel version. Gets car but awful economy! Bringing things right up to date, the Williams family car is currently a Mercedes E230 CDI SE Executive estate, with an sun-roof. Lovely car but like driving an ocean going liner! With attention looming however, **there is a special treat in the pipeline...** more of that in the Summer magazine!

Over the years I have also enjoyed modern classic cars. I started by buying a 1989 BMW E28 730i V8. This was a beautiful car with swathes of leather and a luxurious eye ride. The car was mint, with everything working perfectly. An amazing 1985 BMW E28 M335i with a dog-eared metal gearbox replaced the big 7 series. Whilst it was not the full-blown 'M' series, they were very rare in E28 guise. The M335i had a sweet 6-cylinder and pulled like a train. Having owned Boomerangs for some time I decided to look at other makes. I had always been a Porsche fan, and liked the 90s cars they produced. I looked around and found a 1986 Porsche 924 Le Mans, 1 owner and just 16,000 miles from new! This car was amazing, even though it was just the 2.0 V6 derived engine, the car flew along and handled like a dream! Whilst I had the 924 I became more interested in Porsche, and decided to get together with a good mate of mine and buy a 911. It took some time to find the right car, but after travelling up and down the country looking at some bad examples and some good expensive ones, we finally found the car that was right for us – a 1982 911SC 3.0i Luxe, in silver with a full history, MOT'd from



new and just 60,000 miles on the clock! An amazing car, this was a real driving machine with no power steering, no turbo and no fancy electronics – just raw power!

Where are they now? All sold and a modest profit made on everyone of the classic cars I have now owned. I was making an article the other day and it mentioned that **classic cars are set to double in value over the next five years.** Cars I would recommend would be a BMW E34 – any model, save if possible and is convertible if your budget can stretch, an Alfa Romeo GTV – Careful with these, but the V6 is a pearl of an engine and will looked after examples will make money, or any Ford Capri – making big money now.

Get a classic you want to tell us about? Email markg@fox.co.uk

You could be reading about your very own treasure in **TOP COVER** ■

SCIENCE ON THE STREET

JUMPING



IN JUNE 1991 AT THE USA/MOBIL OUTDOOR TRACK AND FIELD CHAMPIONSHIP IN DOWNING STADIUM, NEW YORK, SOMETHING RATHER INTERESTING OCCURRED.

Leroy Burrell and Carl Lewis were head to head during the men's 100m sprint final. This much publicised showdown between two huge sporting giants did not disappoint, a new world record of 9.9 seconds was set.

However this world record is not the main focus of interest for this story; the race essentially demonstrated that reaction and then speed of movement is critical if you want to win or survive a highly pressurised encounter against a fellow 'competitor' or opponent. Curiously, Burrell set a new world record winning the race, yet Carl Lewis covered the 100m distance in a faster time coming second, how could this be?

WRITTEN BY DAVID BLOCKSIDE

Lewis completed the distance in 9.766 seconds and Burrell in 9.783, Lewis was the faster athlete over the distance but the race was lost because of his delayed reaction to the starting gun – 0.166 seconds when compared to Burrell's lightning 0.117 seconds. Crucially Lewis had the additional pressure of already being cautioned for a false start, he knew that he faced disqualification if he 'jumped the gun' again.

Some people reading this may think, well the times between both athletes leaving the blocks are so close as to be virtually irrelevant 0.049ths of one second – so what? For most people the time is an irrelevance, however in the world of the firearms, these times can be critical – 5 hundredths of one second can be the time taken for a Glock 19mm round to cover 16 inches when discharged from a Glock 17. Or the time taken for a 9.36 bullet to cover 35 inches fired from a G36. It can also be the time in which a human head can rotate 70 degrees in a rapid dynamic movement when a subject reacts when firing, firing from police resulting in an entry wound in the rear of the head instead of the front.

Another way of looking at the significance of timing variables is to use the previous data in a slightly different scenario. Now calculate two officers firing at the same moving subject from 20 metres, if it were possible for both to discharge their weapons at precisely the same instant in time. As 20 metres the G36 round would strike our moving subject after 0.036 milliseconds and the bullet from the Glock 17 would impact the same individual some 0.049 milliseconds later – again, so what? Well the subject has moved in the intervening 44 milliseconds...



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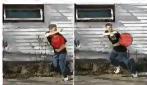


Figure 1: Glock at 20 metres

Figure 2: Glock at 20 metres

As depicted within this illustration, reaction and the movement time can make a world of difference to the outcome of the event, especially when bullet flight time is calculated. This picture illustrates this flight time differential with two weapons and types

THE GUN

of ammunition only – the decision has already been taken in fire – the point of aim was identical. If we use the reaction time from the World record race with Lewis and Burrell both using a Glock 17, Burrell would be the subject in a figure 1 and Lewis figure 2 (approx – they are 'not' that tall).

Making any decision to 'go' too soon carries a high price in sporting competitions; here anticipation can lead to disqualification and failure. No pre-emptive strike is allowed within athletics, for obvious reasons – it's considered cheating. From sport we get the conditioning, or framing effect of 'sporting chance' and fair play. Our views about cheating become embedded within the public perception of what constitutes fair rules of the game – norms of behaviour, expectations from previous experience for the way people would generally like things to happen. Within firearms incidents, anticipating the movements of an armed subject often necessitates pre-emptive action.

'Jumping the gun' offends the standard of acceptable rules in the subconscious of the British psyche for sport. The same notion seems especially poignant for some sections of society when police

have discharged weapons prior to the armed assailant shooting first. Such a scenario is frequently portrayed within the media, especially when they have the benefit of hindsight for what is now known – presenting sensational articles, mocking or discrediting those officers who found themselves in the most unenviable position of making a decision to shoot – a decision often made within a fraction of one second. Fortunately British Law recognises the concepts of a pre-emptive strike, a fact that many tabloids and sections of the chattering classes find rather *distasteful*.

Sport and policing present great cognitive demands and physical pressures for all men and women performing within extreme and demanding circumstances. Elite athletic performers place themselves upon a stage where a world audience can judge them, success or failure really *damages* ego, potentially causing self-doubt for future performance.

For the firearms officer the stakes are very different, they know that delaying a decision or waiting for that 'gun to sound' can be lethal for all those involved, public, police or hostage. Individual responsibility does carry a genuine and massive responsibility. Take the shot or wait? Unlucky killing vs potential legal action for malfeasance in not saving life – not a very cheery prospect either way!

When analysing the speed of decision making for sporting events it is helpful to consider the cognitive and perceptual processes enabling optimal human performance – those split second things for critical judgements, when the stakes are so very high. Sports research tells us a great deal about what is taking place when the need to allocate attention and make great decisions becomes shaped by extreme time compression, emotion, anxiety or fear. Historically, the amount of time taken to prepare a movement is called reaction time and the time it takes to actually produce the movement is called movement time. In general a response time increases when more muscle



units are needed, or if the movements are complex, or when the individual has not prepared.

Significant features of attention and movement time can be influenced by the individual's own mental 'load', the choices that individuals face and their own physical and mental state at the time they need to act. In the case of Carl Lewis it is reasonable to suggest that the conscious decision to avoid another, false start and disqualification late into the race.

For the distance officer facing an armed assailant, notice breaks down the process of decision making into small but separate considerations. First the visual system needs time to detect the sensory input from an object, location, brightness, size or movement etc. At this stage there is usually no conscious awareness for what is taking place (often this process happens in less than one tenth of a second).

Next comes the time in which the brain makes sense of what it is that is happening, memory intervenes what it is that it believes to be taking place – this can lead to a rapid and automatic response if the individual is highly skilled. Good situational awareness allows the time needed to process information. However, skilled performance and automaticity can be a double-edged sword. Errors often remain undetected in the split second that action is initiated, this is especially true in situations of surprise or where an action starts unexpectedly.

Errors can occur through what is known as 'Stimulus-Response Compatibility', the pattern of visual information and movements from the target becomes interpreted with a very narrow specific meaning. The sudden burst movements with a mobile phone could be interpreted as a small handgun rising towards the officer, especially with pre-event information suggesting that a weapon is being carried, or if the occurrence takes place in a low light environment.

Movement time and engagement with a very use of force option is influenced by training and also high emotional arousal, frequently created by the emergency of the situation. High emotional arousal can cause 'choking' – a breakdown in skilled performance, a sudden realisation of what is happening can lead to an external focus or distraction away from the threat and this can lead to longer movement times or a failure to react.

To optimise their performance capacity, 100m sprinters need to select and then disregard information to perform to a maximum potential. Key information must be attended to and a conscious effort made to ignore irrelevant information in order to maximise their reaction time. On the track a sprinter will be aware of the starter's voice, the sounds of the crowd or competitors alongside. They may feel their own heart pounding and the adrenaline rush of anxiety, they may be aware of the wind as competitors – but to perform at their optimum everything else must be disregarded apart from the one crucial element of focus. The sound of the gun!

Mindset is the crucial factor that separates winners from losers. The ideal

Mindset is the crucial factor that separates winners from losers.

mindset enables the body to function automatically with little conscious effort. In the optimal state, complex tasks appear to be easily accomplished and time can either stand still or rush by as the performer is completely absorbed in what he or she is doing.

So what can happen to any subsequent memory of these high-pressure events, those moments when 'winning is everything'? Lenford Christie describes his race-experience this way: "...by now, the thinking has stopped. The concentration is totally with the 'B' of the Bang! Once over, however was left in your mind has gone completely".

To perform at the highest levels of sporting achievement, athletes need to develop what has been termed a narrow attentional focus, where concentration turns exclusively towards the delivery of a skill – stimuli recognition and then movement. To achieve this goal peripheral or non-essential information is disregarded if your intention is to win.

Performing, without a life-threatening encounter demands the disregard of non-

essential detail – these crucial factors forming a decision to shoot are made through the processing of very simple and specific triggers. These triggers form your 'Honey Held Belief' – the reality of the moment as you experienced it, no one else – you alone.

If your concentration is with the 'B' of the Bang – how many questions should you realistically be able to answer surrounding your reaction to a visual trigger? Are the movements of colleagues, vehicles and peripheral details really important for your survival at the time you pulled the trigger – maybe not!

The world of sports performance seems to suggest that there is very little that can be added to those split seconds where training and anticipation flow together and automatic activation drives your decision making, narrowed external attention, the identification of a threat cue, the urgency to prevent injury – all may take place within less than half of one second.

Will the IPCC compelling officers to interview new witnesses often a more detailed account is accurate or greater facts, the expansion of your personal experience – or will enthusiastic intervention with elementary or rusty technique just create and capture memory errors, a generation of legal uncertainties for a judicial process? We wait to see.

In summary, there is a lot we already know about human performance under high pressure, but reasons and movements short and informs us of the performer likely capacity to attend to information and from memories. Simply stated, if there is no need within ACPO Guidelines for principal officers to confer with colleagues about what was in their minds at the time they used force, there should be no need to ask further questions about their more personal experiences within interviews.

The event described within the officers MG11 statement reflects a unique life changing experience – a combination of narrowed attention and time compression, when what really mattered was hearing and surviving 'the B' of the Bang! ■



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THE BRAND POLICE

WRITTEN BY KERRY WHISTLECROFT
CREATIVE WELL

HAVE YOU NOTICED
WE'VE GOT A NEW
LOGO? HERE'S HOW IT
HAPPENED

One of the tricks of a successful brand is to ensure it's not left behind in the style stakes. That can easily happen if you have a nostalgic connection to the logo you lovingly commissioned five years ago and neglect to ensure there are new trends in colour and typofaces emerging. Your logo could be in danger of being the graphic equivalent of leg warmers – we all loved them at the time but wouldn't be seen dead in them now. Could it be time for the Brand Police to make an arrest? There's no point in being stuck in the stodgy land of dated design when you can use in the like class of forward thinking, evolving brands that keep up with the visual times.

Evolution is the name of the game. It's kept the human race moving forward and it can keep an established corporate identity on track. It's not always a good idea to go all out 'going big – get our poor Corgis – let's take it further' so brand stuff isn't expensive, time consuming to implement and can sometimes hint at financial insecurity in a dramatic attempt to attract more business. Evolving a corporate identity is a smart way to make sure a business is visually current without the same degree of pain of change.

You may have noticed the PFOA logo has had a bit of a face lift. Mark asked me to take a look at it as, whilst there was nothing wrong with it and it's served its purpose admirably, he's keen to make sure the PFOA image keeps pace with the organisation's growth and that the logo is correctly reproduced whenever it's used for consistency. So during a particularly dynamic and creative brainstorming session in the Fox and Pelicans over a jacket tied, Mark and I took a look at the logo and decided on the elements we liked and the bits we thought we could pack away in the back of the sock drawer with the leg warmers. The umbrella lines symbolising shelter and care were important to keep hold of and focus on, but the UK map was surplus to requirements as it added complexity.

I felt we could do with a colour injection but already knew what Mark's answer would be when I asked him what his favourite colour was. 'Most men say "navy, blue" And he was true to form. We already had two blue which is enough for any colour connoisseur so I suggested we incorporate the TOP COVER red, just to liven things up a bit. Go told. Red stands for adventure, power, love and is one of the top two favourite colours of most people (you guess the other one!). We kept the two existing blues in the true spirit of evolution, not revolution and blue does work particularly well in logo designs. The dark blue represents trust, dignity, and intelligence and the lighter shade suggests peace, serenity and infinity. We found a friendly, rounded font to replace an italic gothic one and there is a circle to suggest continuing serenity and approachability. After a few rounds of rounds, Robert's-your-mother's-brother, we have a smacking new logo to brighten up the place. Ta-da!

Be off with you leg warmers, you are banished from PFCMland. Do not show your type-face around here again ■

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THE NUTS & BOLTS



WRITTEN BY STEVE HOWSON

So we now have the Authorized Professional Practice – Armed Policing, Module 7 (APP7) that has superseded the Manual of Guidance on the Management, Control and deployment of armed officers? But don't throw away your old Chapter 7 because it explains a bit more about how you actually might carry out the PIM procedure. To be completely up to date I will attempt to refer in this article to Module 7 references of the APP7.

As I mentioned towards the end of my last article I will concentrate this time on conferring and the four stages of accounts. If we were to look back about one or three years the issue of conferring was a real 'hot potato' causing angst for practitioners, Post Incident Managers and Investigators alike. I thought 'these' issues had settled down somewhere, partly because we all now understand the legal implications and how to 'interpret' it in practice. However, from my various sources, I understand that this is back on the agenda for very eminent barriers to follow as a barrier: rise against Principal Officers at Inquest! It would be ironic if we not to cover this and therefore propose our PIM colleagues (and APO practitioners) for what may occur in the future.

If we remember, following a number of very high profile police shooting incidents, observations and concerns were expressed by family members of persons shot and killed, or more likely, by their respective legal representatives. The Independent Police/Complaints Commission had no alternative other than to pursue these concerns in consultation with ACPO, Staff Associations and other interested parties. To get to the point, this resulted in a change to the ACPO Firearms Manual around Chapter 7 and what we have today at 7.99 (as updated by the APP – 7.941).

It was 2010 I believe and I was running a PIM Conference at Middlesbrough, Kent. The changes were agreed and adopted by ACPO and I consequently witnessed a forensic debate about its contents (and timing), because the Stockwell Inquiry was in full swing and the changes highlighted were being identified by respective legal teams. So it is worth noting what section 7.99 (7.941) says:

'As a matter of general practice, officers should not confer with others before making their accounts (whether verbal or subsequent

accounts). The important issue is to individually record what their honestly held belief of the situation was at the time their was used. There should, therefore, be no need for an officer to confer with others about what was in their mind at the time force was used. If, however, in a particular case a need to confer on other issues does arise, then, in order to ensure transparency and maintain public confidence, where some discussion has taken place, officers must document the fact that this has taken place, highlight any

- time, date and place where conferring took place,*
- the issues discussed,*
- with whom, and*
- the reasons for such discussion.'*

Clear and simple isn't it? For a while, this section was, and still is if I am to be honest, interpreted by many people, groups and particularly the media in various ways. I can remember some of the points highlighted:

'Officers post shooting can no longer collude with each other'.

We can enter into a creative debate on the use of the four 'C' words – *collude* and *collaborate* versus *collude* and *collaborate*. All have different connotations in different circumstances but in my mind conferring and outbursts are perfectly acceptable and legal in the circumstances of post shooting. But if we do it we should be honest and acknowledge that we have and record that fact! Collude and collaborate I believe represent the unacceptable side of what we might be accused of doing.

Two of these words are bandied about by various individuals and groups perhaps maliciously or with complete ignorance, but in a way which is arguably a hindrance to the Police Service and is far from, in my experience anyway, what actually happens. As I explained in my last article I have now been a PIM for 6 shooting incidents and I can honestly report that I have seen, supported and recorded conferring and collaboration have never experienced the other two versions. Certain people may well disagree me but I state what I see and experience as a forthright and honest Post Incident Manager.

Most Police Forces now have a comprehensive Log for PIM use and within it is a section that clearly states 7.99 / 7.941. Many

PIMs are common and find it easier to actually read this out to Principal Officers following their initial meet and greet. I must admit it doesn't exactly roll off the tongue and (according to some Principal Officers I know) can come across as a bit of a formal warning. I prefer to simplify it in my own words.

There is a degree of caution to be considered around this issue which I would urge all to be aware of. It is that period of time between the actual shooting and the Principal returning to the PIM suite. How did officers travel to the PIM suite, who were they with, what was said and about what? I believe it is essential for Principal Officers to try (and I am sure this is extremely difficult immediately post-incident) to recall and record that fact at the earliest opportunity (subject to legal advice) and for the PIM to advise them to do so at the PIM suite. It is my information that Officers may have themselves vulnerable and open to later unpremeditated scrutiny on this issue in later proceedings. Forwarded is forwarded!

PROVIDING ACCOUNTS (APP – 07-037 TO 07-041)

I make this personal contention from the outset – “It would be a very sad day for British policing if, following the final shooting of a member of the public, we did not as a Police Service provide some form of account to support the investigation.” I fully accept that there is always a promise that this is subject to legal advice because Principal Officers, whether we like it or not, are vulnerable and may be subject to possible legal proceedings. I appreciate there has to be a balance but I believe the PIM process can and does provide that relevant balance and protection.

So why did we need a new section in the Manual around providing accounts? Simply because the existing sections around ‘Initial Accounts’ was not explicit enough and therefore open to varied interpretations across the UK. To be fair to the IPCC, that was picked up by one of their leading Senior Investigators, and highlighted as an entirely appropriate way in the ACPO working group on armed

policing. As a result of that observation a small working group was set up to review and make recommendations on how the relevant sections in the manual could be amended and be better used practically. That working group consisted of the NIPA (College of Policing), National and Metropolitan Police Federation, RPS (now Slater and Gordon) Lawyers, Superintendent’s Association, the IPCC and your body.

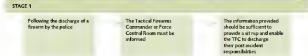
I know where you are thinking – how on earth did you get a decision out of that group? Well we did through appreciation of each other’s role, open mindedness, frankness and hard work. In fact it was one of the best working groups I have sat on – well facilitated by Kevin Nicholson from the College of Policing, appropriate in members and all having a passion to get it right. Okay, I accept it is a little ‘wordy’ but I suppose we could not expect much else when we were dealing with such an important issue following any police shooting. Those stages are



Let me then talk you through those four stages but first of all make it clear that not each stage has to be completed as well be completed in every incident. Stages 2, 3 and 4 will always be subject to legal or

medical advice – an important protection factor for the ‘Principal Officer’. If a Principal Officer is unfit to make a personal initial account then stage three is unlikely to take place and if, in the very

rare event, a Principal Officer is suspected of a criminal or misconduct offence, then obviously stages 3 and 4 will not apply.



Very simple and non-contentious. I would suggest? However, some thought and appropriate training should be provided to those whose responsibility it may be to give that sit rep. I would suggest

this will fit heavily with the Operational Firearms Commander / Team Leader at the scene of any incident. I have heard of occasions where, allegedly there have been four or five different versions of ‘accounts’

or sit reps coming from the scene. We need to be careful here. Our short, concise and factual sit rep is the order of the day as opposed to disjointed, long winded and differing versions.

STAGE 2

**This is the responsibility of the PIM**

Where? Probably one of the last things to be completed at the PIM suite and so should not be rushed. Where? Ideally, in a separate room away from the main PIM suite area. Who is present? The PIM, their notes and the individual providing it plus their lawyer and an Federation Representative. Written or? A separate plain or lined piece of paper. PIMs need to remember that this is not a question and answer session so they need to provide a proper briefing of what is required.

In the spirit in which this stage was written the term 'Principal Officer' means

someone who has fired their weapon. Clearly their legal advice will exclude them from being the person who would provide basic facts to the PIM. In the rare event of only officers who have fired their weapons being able to provide the basic facts, I have been assured that this will be abetted by their individual lawyers under the umbrella of appropriate legal advice. This should not be a source problem but shows the willingness of all concerned to support the on-going investigation.

I am sure all readers will not be surprised that this element is subject of much discussion and debate on initial

PIM courses. I often get asked "How much should be included in the PIM basic facts?" I provide a couple of examples but can only answer that this is very much dependent on the circumstances and the legal advice offered. I confess that I am a fan of supporting the investigation as much as I can with this and I also confess that some of the 'basic facts' are a bit more than that. My counter argument is that we have not left any Principal Officer vulnerable in doing so and providing as much as we can takes the heat out of the demands of the investigation in an early stage.

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STAGE 3



Take note of the support of the protection mechanisms – subject to legal and medical advice. So if someone has fired three weapons they, based on legal advice, are unlikely to say or write anything immediately post-shooting. I understand

and respect the view that according an officer's 'honestly held belief' before going off duty may provide them with some protection at any later inquest or Court proceedings. However, we must be mindful of the effect of selective attention

on perceptual distortion

Where should any notes be recorded? Probably in an officer's pocket note-book or equivalent.

STAGE 4



This is what cops do for a profession – write statements! From my experience they are full and detailed, and have drawn praise from the IPCC. I believe this system works because we are taking cognisance of international research around the effect of witness memory, providing the officers the right instructions and supporting the investigation. But, as we all know, we now have legislation to compel officers to attend interview. In my opinion this will simply 'hush the witness' and put an

unnecessary and futile brick wall in the way of a well-aided practice, but only time will tell

If statements are provided, where does this take place? I usually arrange for the officers to attend the Federation Office after a cool down period (usually 48 hours). I always intend to meet the officers to ensure that their welfare is again covered for and provided (usually very well by the Federation). I may introduce them to a TRIM briefing and then I decide to leave

them alone. Their statement compilations are a matter for them and their lawyers and Federation Representatives. They know the rules, I just collect the completed statements and ensure they are passed over to the investigators in a timely manner

Well good people: how much another article for TOP COVER. I look forward to writing the next one which will be about dealing with and managing the needs of the investigators, both IIO and IPCC SI ■

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MONEY TALKS



WHERE DO I PUT MY MONEY?

IF YOU'VE DONE THE HARD BIT AND ACTUALLY HAVE SOME MONEY TO INVEST, OR ARE EARNING ENOUGH TO SAVE A BIT, THE EASY BIT SHOULD BE WHERE TO SAVE OR INVEST IT.

But it's not that easy really, is it? It would be fair to say that the big banks have suffered a very severe financing reputation issue. Many people have been left feeling disgusted at what they perceive to be cavalier investment practices, extravagant spending, exorbitant salaries and massive bonuses. Not to mention the illegal practices of some such as the rigging of LIBOR and money-laundering scandals. Then there are the recent events in Cyprus which have further damaged people's confidence in banks.

But if not banks, then where do you put your money and who can you save with? There's ye olde banks of course which obviously has a few drawbacks, but incredibly has been handled about more and more recently as a viable option – and not always with tongue firmly in cheek! Then there's gold, silver, platinum, potash, pine forests, oak mines, boats, planes, trains, automobiles, bricks and mortar, number seven in the three-thirty or Sandown, Facebook shares, your brother-in-law's amazing idea for a business, art, antiques, fine wine ... basically anything and everything, and of course nothing is certain or sure.

However 15,000 of your fellow police officers and police staff and their families have chosen to save or invest their money with something that's kind of like a bank – but actually, isn't a bank.

It's a mutual society specifically set up to serve the needs of the police service members and their families. It's called *metinsendly* and has been in business for over 100 years. And what is its business? Well, it has a rather complicated business model. It takes people's money, looks after it for a bit, grows it ... and then ... there's the magical bit ... gives it back to them! In all seriousness, it is a simple financial institution with a very simple aim – so look after its members.

As a mutual it has no shareholders, it has no staff 'incentivised' or paid to push unwanted products at people – it has no agenda other than to act in the best interests of its 'members', who automatically become members of the society and are therefore also its owners. Metinsendly doesn't offer instant withdrawals, interest accounts, branches or ATMs and isn't designed for short-term savings. However it does offer simple, regular savings and investment products, as well as life insurance and income protection. It follows sustainable, prudent, long-term investment strategies designed to give all its members a fair return on their money.

Of course like everything in life nothing is certain and so financial past performance is not automatically indicative of future performance. But if you're a bit fed up of the banking shenanigans and can't choose between number seven in the Sandown three-thirty, a big pile of gold, or your brother-in-law's brilliant idea for a chain of pubs in Saudi Arabia, then take a look at metinsendly. You'll find everything you need to know at

www.metinsendly.org.uk ■

WRITTEN BY DANIEL EADIE
COMMUNICATIONS OFFICER AT
METINSENDLY

metinsendly is the trading name of Metropolitan
Police Friendly Society Limited

POLICING IN THE LAND OF HONEY AND BLOOD

ALISTAIR ROE, A SERVING POLICE CHIEF INSPECTOR WITH LEICESTERSHIRE POLICE DESCRIBES HIS RECENT EXPERIENCE OF WORKING IN THE BALKANS

BACKGROUND

Kosovo is an impoverished land with a population of mainly ethnic Albanians, unilaterally declaring independence from Serbia in February 2008. The territory is recognised as an independent nation by 23 out of the 27 EU members. It is land-locked and sits in the former Yugoslavia, bordered by Albania, Montenegro, Serbia and the Former Yugoslav Republic of Macedonia, known locally as FYROM.



The current estimated population of Kosovo is two million, with almost 90% being ethnic Albanians, 6% Serbian and then small numbers of Bosniak, Roma and Turks.

Kosovo is the poorest region in the Western Balkans and this is reflected in widespread public discontent with the economic state of the country, which often manifests itself in generally peaceful protests in and around the capital Pristina, as approximately 40% of the population are described as living in poverty with some 15% living in extreme poverty on less than 75 pence per day.

Unemployment is around 40% with 50% of those being out work for over one year.

WAR

On becoming President of Yugoslavia in 1989, Serbian Leader Slobodan Milosevic proceeded to strip Kosovo of its autonomy, leading to the Kosovo Liberation Army, KLA, stepping up its attacks on Serbian targets. This action precipitated a major and brutal conclusion by the Yugoslav military.

President Milosevic's rejection of an internationally brokered deal to end the crisis in

FEATURE

the region, and the prosecution of Kosovo Albanians, led to the start of NATO air strikes against targets in both Serbia and Kosovo.

Meanwhile a campaign of ethnic cleansing against Kosovo Albanians was initiated by Serbian authorities with thousands dying.

Serbian forces were driven out in the summer of 1999 and the UN took over the administration of the province, which included policing.

POST CONFLICT

The EU Mission in Kosovo took over from the UN, and is known as EULEX. It is a rule of law mission, the largest EU mission with some 1200 staff including police officers, judges, prosecutors, prison and customs officers and of course national advisors, finance and language assistants. EULEX has a mandate to monitor and advise senior members of Kosovo institutions and retain some executive powers for maintenance of public order, witness and close protection, and the investigation and prosecution of war crimes, corruption and organised crime.

HOW DID I END UP IN KOSOVO?

My good friend and colleague Nigel Hagban put me in touch with the UK Stabilisation Unit. This unit is based within the Department for International Development, DFID, and comprises members of policing, armed forces, MI6, and the Foreign and Commonwealth Office. More detail can be found at www.stabilisationunit.gov.uk.

Nigel had completed a mission in Afghanistan and recommended an international deployment to me. In 2009, the Stabilisation Unit advertised for inspectors and above to apply for an international deployment post, and with the support of my chief officer team at the time, I was successful. Essentially my CV was matched against mission vacancies that the UK would support; those that reflected and have strategic importance, so after I had considered and graciously rejected a few offers for postings to places, as one senior military colleague told me, "Definitely do not volunteer to go there" an ideal opportunity in Kosovo came my way.

Now, most of us are used to a standard job or promotion selection process, whether that is a presentation, written assessment or interview. The EU process involved a telephone interview via conference calling. It was the first time my bedroom had been converted into an interview cell. I had it all meticulously laid out: the EU Common Security and Defence Policy and structure, EULEX, and all about me.

In the days leading up to the interview I rehearsed my planned responses, thought about every possible question I may be asked, but one thing worried me: how on earth do you deliver an impressive, knock 'em dead performance over a telephone from the top floor of a town house on the Dordryham/Lancasterhouse border to an interview team sitting 1700 miles away in Princeton? I even practised my introduction: "Hello, Good Afternoon, Hi, Good Day" or do I try and be smart and goot the panel in Albanian and Serbian, French, German. No on the end I think it was a panic sudden almost 'Basta Johnson' bumbling that ground the panel!

I prepared around my interview cell firing off responses left, right and centre. You understand the chain of command, the challenges of mission life, the nature of the mission and convinced the panel chair, Harry from Colorado, that my English accent may well be perfect for the job. Success – the job was mine.

Next Helsinki Environmental and Awareness Training (HEAT). One week on the Harfildsham/Dyfed-Powys border in a hotel at the edge of the Black Mountains. I think my bedroom was in Wales and the dining room in England. It was in a beautiful setting and the course run by former Special Forces operatives, delivered to a mixed delegation of police and journalists from all over Europe: Channel 4, Al Jazeera, broadsheets and two Norwegian TV news anchors. What a great experience, like working away, trauma first aid, extreme weather survival, self cartography, artists at roadblocks, coping with huihui – although I am still not sure that I could – and of course a pre-deployment medical.

Now, as medicals go this was fairly uneventful except for two things: firstly it happened in a hotel bedroom, secondly the more personal and intimate parts of the examination took place by a professional and calming doctor but the use of his hands well may well



IN MY OFFICE AT KOSOVO POLICE REGIONAL DIRECTORATE November 2011



ON DUTY FOR THE SERBIAN ELECTIONS
JUNE 2012

on foot. Only the police officers were subjected to the rioting which was obvious at evening dinner as we properly took our rest.

EULEX is an armed mission, therefore I had to successfully complete a firearms course, personal protection with a handgun, the Austrian Glock 17. I had never picked up a firearm before and this was a crucial course – fail and I would not be deployed.

The course, held at Warwicks Police Firearms Training Unit, was superb and together with two colleagues, Chris Hooley from Devon and Cornwall and Steve Kendall from Avon and Somerset, I qualified. I even managed to subdue my Glock in the dark, under pressure from assistants, whilst my right hand was hanging from an exploded protection device. The smell of burning leather takes me right back.

That is how I ended up in Kosovo.

IN MISSION

On 31st October 2011 I arrived in Pristina, the capital city of Europe's youngest yet poorest nation, Kosovo, at the start of my twelve month secondment. Personally the timing could have been better having just married to Victoria on 21st October 2011 and returning from our fantastic honeymoon in Malta on 25th October 2011!

Initially I shared a house with my good friend and colleague Nigel Hughes and Jason Taylor from Sussex Police. It was ideal for me as a new arrival in a new country and in a new role. Their support and guidance was crucial in allowing me to settle in quickly. This came at a cost though cooking, laundry and eventually chef duties of the wood burner became my role. Cinderella became my name.

After a couple of months settling in I found my own apartment on the edge of the city. Despite the development being on a seismic fault, it provided some peace and tranquillity, if you discount the packs of wild dogs and the family in the apartment below mine whose wood burner was plumbed into my kitchen extractor!

Frequent power cuts, inconsistent water pressure, chaotic traffic, unregulated planning and building and a complete ignorance to what red traffic lights actually mean are all forgotten when you take the friendly welcome and genuine gratitude for what has and is taking place.

I was deployed as a Chief Policing Advisor to the Kosovo Police Directorate in Pristina, which meant that I monitored, motivated and advised the most senior police officer and has command across the capital city on matters such as the introduction of community style policing, public order command, roads policing and personal leadership and management. I was co-located in the Kosovo Police Regional Directorate.

Building trust and confidence in the Kosovo Police Service is the main priority for its 7250 police officers and 1100 police staff. The service was founded in 1998 under the United Nations Mission in Kosovo and has progressed on to be a functioning national police service but still requiring close support and advice for dealing with corruption, political interference and how to effectively manage investigations into war crimes, organ harvesting, corruption and inter-ethnic crimes. The Kosovo Police Service has specialist operations capacity including Roads Policing, Tactical Firearms and Public Order Support.

As well as this I led a team of 25 international police officers from nations including Norway, Sweden, the Netherlands, Turkey, USA, Denmark, Panama, France, Germany and Greece supported by a smaller number of national staff who provided language and political advice.

Consider this for one moment: around 79% of the population is below the age of 27 years and, in one village that I visited, the oldest living male was 15 years. In this small community had survived the atrocities and slowly but surely is now beginning to trust the local police.

The welcome I received whenever I visited police stations, communities or families was generous, heartwarming and rewarding. This will stay with me.

Being a representative of the British Police and, of course, Lancashire Police in such a high profile and challenging environment was an honour for me and our reputation amongst the communities of Kosovo and international policing can only be reinforced by continued support to similar missions in the future. ■

PROMOTION

WHAT DID THE ROMANS EVER DO FOR US?

Well, quite a lot actually – including introducing the world's first ever life insurance cover in the year 600 BC. The policies were administered by 'Beneficent Societies' managed by the governing 'Senate' and provided financial support for the families of the deceased. The funds paid out on the death of an insured person, to cover funeral costs and to provide some financial security for surviving family members.

You may be surprised to learn that insurance can trace its history back 600 years before the birth of Christ, but it actually dates back even further than that. The Romans were by no means the first civilisation to devise a system to manage risks and protect valuable assets. Long before Caesar's legions had established the far flung borders of the Roman Empire, traders were insuring their goods before setting off on the long and often hazardous journey to distant lands.

The earliest record of a system which we would recognise as insurance appears around 3,000 BC when Chinese and Babylonian traders took out insurance on ships' cargoes. The traders would pay a third party to transport the goods, on the understanding that the trader would be reimbursed should the goods be lost in transit. The transporter would often split the cargo into multiple, smaller loads to reduce the risk of total loss.

A thousand years later in 1,000 BC the ancient Persians developed the insurance idea to cover things other than commercial goods. Each 'Nowruz' (New Year's Eve) wealthy noblemen paid a bounty of 10,000 Darius to the king to insure valuable family assets against catastrophe.

In 1,000 BC trade in from the Greek island of Rhodes developed a system called the 'General Average' whereby each would pay a bounty to a central fund kept secure by an independent third party. Any trader losing a shipwreck would be reimbursed from this fund.

By the time of Christ's birth, insurance was a well established concept across the trading world, remaining largely unchanged until the 12th century AD. An agreement between traders and the rulers of Anatolia, in what is now Turkey, resulted in the world's first state sponsored insurance policies, where claimants were reimbursed from the national treasury.

Post renaissance Europe saw the emergence of an 'insurance industry' in response to the increased complexities of international trade. In the 16th Mr Edward Lloyd opened his now famous coffee house in London and it soon became popular with ship owners,

traders, merchants and captains. They were soon joined by a new breed of businessman – the underwriter – and insurance deals were agreed and signed over steaming cups of Blandford coffee.

The 16th also saw the establishment of the first fire insurance company, set up by Mr Nicholas Barbon. This venture was a direct consequence of the Great Fire of London in 1666 when over 10,000 houses were destroyed without compensation.

The 19th Century saw the birth of accident insurance and the beginnings of regulation of the rapidly growing insurance business. It was in the 1800s that criminals first took an interest in the insurance industry and the opportunities it presented by embezzlement. Customers began to be about values

and events in order to make dishonest claims and insurance inspired murders began to make the news headlines. It was against this backdrop that insurance investigation appeared on the scene and a new job description entered the English language – The Loss Adjuster. People also began to question the morality of an industry which was prepared to insure slaves as if they were mere chattels. As recently as 1840, Norwich Insurance of London sold almost 300 slave insurance policies to traders and slave owners. In fact, the practice of offering slave insurance policies continued right up to the end of the American Civil War in 1865.

The early 20th Century saw a further development in the industry, with entire nations taking out insurance policies as a means of guaranteeing financial security. The early 1900s also saw the introduction of legislation making insurance compulsory in many areas of society.

And so, to the present day:

- 5,000 years have elapsed since mankind first came up with the idea of insuring valuable assets
- We live in an increasingly complex world where our individual insurance needs are equally complicated
- 21st Century Customers, require 21st Century Insurance, provided by a 21st Century Organisation
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BOOK REVIEWS



Read on...

YESTERDAY, TODAY AND TOMORROW

WRITTEN BY ROGER GRAY
Former SO19 Sergeant and Author

It was a solitary moment. Perhaps not in the bogos of that first day of the ARV's back in '91, but nevertheless it gave me pause for thought? While the boxes, the 'there and all' of the game, the good guys and the bad guys, remain unchangeable, the lit, the cars and the dress are a universe away. I have raised the 'new' base several times, but the distance between 'there', that being when I was a skipper in '19' and now, suddenly feels vast.

Certainly there isn't the aged fabric of Old Street, even though current facilities are assuaging their own pains, it all has a very different face now. I guess I am feeling that distance these days it's been 15 years since I retired. Being scrutinised by security staff recently and given a day pass is a long way from being recognised by everyone. There were no closed doors for me then.

Mark Williams was as always a warm host, even as he scurries around in fast forward footing with enthusiasm. Our first acquaintance was as a result of the final shooting in Putney where Barry Childrol-Jones was shot-gunned in the legs. Mark was a local officer then. That incident led him to SO19. How different things are now. Fred Rip and father figure of the FFOA and I the creaking at the knees entry. In fact some people open doors for me now. 'Woe betide the first boy scout that tries to help me across the road though! Tempus fugit!

I have a saying, in fact I have many but one is "life's a raffle". At one time I thought I would never carry a gun. I certainly could not have envisaged I would be a supervisor of an armed group so late in my career, I was in my mid forties in the very beginning, that I would on occasion be SO19 duty officer for the Met, that I would command an armed fire incident, that my officers would be shot. For many years the vast of the men and the flashing blue as a part of life that feels permanent, but it's not. Not for any of us.

I could go on, but those who have read *The Trojan File* will know. Here's another "life's a raffle" occurrence: just being back skipper one day, just picking up a particular phone, just being willing to be open about things that were in fact no secrets, led to that book being written. That book in itself has opened

many doors, hooked many friendships and led me to so much else – involvement with television and media and the entertainment industry, who famously pay for no advice they then ignore. I grew used to saying "This is what we would do, but what do you want to happen?" It saves a lot of time! When answering the question "What would we see of the impact?", I replied "Nothing". I soon realised that was not the required response.

One thing is for sure. The research for *The File* was the greatest possible deluge, I remain convinced that no-one, absolutely no-one is unaffected by a shooting. Most are profoundly shaken, most particularly after a fatal incident, however well hidden that may seem.

In the interim I have met actors, politicians and celebrities. It's been a privilege. It owes much of that to the rise of passage that in the Piranesi Branch, to that very special friendship. Although I sense that my star is no longer in the ascendancy, still it has been personally rewarding to stand up for the Police in front of media when so much mainstream criticism is aimed at them after fatal incidents. To receive at a recent function, an appreciation and a public endorsement was indeed very moving for me. Thank you 'Blue One'. . . As long as someone still listens, I will continue to speak.

I have achieved many of the goals I set myself. Being a dyed in the wool petrol-head, I have hatched off the cars I cherished for years. I have a 1964 B Type 3.8 coupe that has been mine for nearly 30 years, and a 1965 MG Midget that I first purchased when I was 19. Both are now immovable. I have my father's 1956 900cc Norton on which I have toured swishes of England and a 1957 BSA Road Rocket. The Gold Star has been and gone, sadly. Most importantly I have five healthy grandchildren, the eldest just becoming a stunning young woman.



There are three more girls standing in line and a grandson in a minority of one. He'll have his work cut out! I have endured a couple of significant health issues and overcome them. Now comes the cranky bit! Whatever, I still have some games to play.

I wonder how it would be for me now, were I younger, to be back at work. I think we were more rough and ready back then, more make-do and mend, in the beginning by necessity! Could anyone now imagine wrapping for in the yard because there was not enough to go around? I even built and jobbed. Not enough GIs! Just three old Bovers and a strangling wall of regulation.

These that Old Street is being converted into high-end residences. I would rather remember it as it was. The broken and constantly slamming parade room door, the ant-infested kitchen, the inadequate shower and the relaxing cushions amongst many other character soaked eccentricities.

Soon I will personally publish another book. It's likely to be entitled *Tiger Tiger*, sub-titled *Brothers in Arms*. I hope to make it available pre-launch at a

reasonable rate to those of you that might be interested. This time it's fiction based with fact. Those of you who worked in the old base will associate with it. Those of you who didn't will perhaps begin to see the reasons. All will understand the basis of the characters.

As for the future, well let's see where this book takes me! Even at this stage, for me there are still games left to play, some mountain passes to negotiate on an ancient machine. Still some crisp early morning sports car drives. Still perhaps another generation to be born. Still an affection and connection with 19 and its associates throughout the century. Still some adventures to be had.

It may be that Mark will read me my stories? Watch those gages. Until then stay tactical, stay safe. As a good friend of mine says "Move fast, stay low". When I first met him I was painting a Glock in blue, he was holding two primed phosphorus grenades. What strange times life can take! How perverse and yet sometimes how gratifying it can all be!

What a fantastic game we've had!

What an enormous privilege!

Thanks all. Onward and upward! ■









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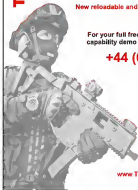
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PAUL DAVIS

PAUL DAVIS

TOP COVER GETS THE PERSONAL VIEWPOINT OF PAUL DAVIS
FROM THE POLICE FEDERATION OF ENGLAND AND WALES

When did you join the Police Service and where have you served?

I joined Cambridgeshire Constabulary on the 16th April 1984. I worked Cambridge City, my home town Peterborough then Cambridge rural, prior to joining the National Federation in 2001.

What is your role within the PFENW?

I am the Deputy Secretary of the Constables Committee, responsible for overseeing the claims made on behalf of Constables in employment matters, civil claims and personal injury. Until recently I was the secretary of Ops Policing, with one of my responsibilities being firearms.

Are firearms officers supported properly by their force following a police shooting?

I believe the support varies from force to force, but if the Federation Raps receive appropriate training to equip them post incident there is a great benefit to both the officers, their force and the service as a whole. Firearms Officers are volunteers, and deserve to be treated with the utmost respect and dignity.

What is the Police Federation's view with regards to compelling officers to attend for interview?

The rules are quite clear – stated as interview is not an investigation but not at the expense of your own rights in law. Officers should make sure they seek the appropriate support and guidance from their Federation or lawyers representing them.

How do you find dealing with the IPCC over matters that affect firearms officers?

The IPCC has a role to play, and this can vary depending on the way any investigation develops.

There has to be more communication between all parties before any press release. This can sometimes set the tone for the way officers see the IPCC and indeed the way the public perceive what has happened. We have seen the dangers of misinterpreting, often causing anguish to the families of those who have been shot, and also the officers involved and their families.

You instigated post incident awareness seminars for Fed Raps back in 2004 to assist Raps to support firearms officers post shooting, is this going to continue?

Any death involving police contact will involve an investigation. The Federation is part of the post incident process and we must ensure we continue to train Federation Raps to support police officers through these challenging events. I'm sure we can always improve our training. We need to ensure our Raps are up to date and knowledgeable on the police use of firearms, and indeed other death or serious injury in contact incidents.

There has been much talk recently about pay and conditions and "what have the Federation done for their members?" Do you think the Federation has done enough? Does the Federation need to modernise?

A good question! It's very difficult to get the best deal for our members when the current Conservative keeps reminding everyone in the public sector there is no money. We have worked as hard as we can, and will continue to do so in order to

achieve a good deal, but governments hold all the cards.

The Federation must move with the times but not at the expense of those we support or to appease the Government.

When the PFOA was created it was met with resistance from some federations around the UK. Four years on, with some 4000+ members, do you think it has a role to play in supporting not only firearms officers but Fed Raps as well?

The PFOA has become a good support organisation. It complements what the forces and the Federation do for officers. The PFOA is also able to assist in other ways that are not available in the Federation or force. I believe those who had an "issue" will now be reassured by the incredible work the PFOA does in supporting officers and their families, and in helping to educate the public about the police use of firearms.

When not on duty how do you spend your spare time?

I have a wonderful family and incredible support from my wife, Alex. We have three boys, all under four years old. So most of my spare time is with them and all the delights that brings. I also coach Rugby Union and follow Leicester Tigers. I follow football as Alex still plays, having previously played for England. I also enjoy socialising over a pint or two glass of wine on, believe it or not, cooking for friends!

PLEASE NOTE: there are over 100 Fed Days and are not necessarily shared by the Federation



PFOA MEMBER SERVES IN AFGHANISTAN

We are aware of several PFOA members who have served in Afghanistan with the Territorial Army. Donna is a serving Major Officer who recently completed a six month tour as a combat medic with 40 Commando, 2 Mercas and 2 Rifles. Whilst serving on the frontline she received six glowing reports from the various Commanding Officers and doctors she worked with. It was what can only be described as an 'active tour' and Donna patrolled daily carrying 14 of her body weight in equipment! She dealt with various injuries, including a double amputation as a result of an IED and several gunshot wounds. She was present when two British Soldiers were tragically killed in action. At one stage Donna also treated a member of the Taliban who was seriously injured, she received high praise for saving her life.

Donna found dealing with injured children particularly difficult to deal with. They are of course the innocent parties in all of this but sometimes get caught up in explosions or other incidents. On one particular day Donna was with 2 Mercas when they found themselves trapped in a compound for some two hours. They were eventually rescued by Apache helicopters! She was also present when two suicide bombers detonated just 40 metres away from her and her colleagues. On a lighter note Donna explained that the fact she was really not impressed with war running at extreme heat carrying so much kit!

Well done Donna, we're very proud of you!

Have you served in Afghanistan or Iraq? Why not write an article for TOP COVER about your experience





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- PSNI

The Association is growing. With a membership reaching the 4000 mark it is a long way from the couple of hundred originally envisaged. And it is not only our membership that has expanded, we have also increased the number of our Paradigmatic Coaches. We have a national network of Willfire Consultants. These Consultants, EMDR specialists and Cognitive Behavioural Therapists are available to provide immediate and expert support to PFOA members requiring it. Combined with our assessment protocols we will soon be a leading light in this area.

So we are looking at a success story here. A story that Mark and Mick should be rightly proud of. With every such success comes additional responsibilities. Ensuring that the ever expanding organisation has an administration and structure that is robust and fit for purpose is one such responsibility.

With this in mind we have decided to create an additional layer of supervision called Regional Coordinators. Currently we have a single Force Coordinator in each of the country's Police Forces. They do fantastic work for us and how long being the 'face' of the PFOA for their Force members. However it would be fair to say that their roles have not been clearly defined and that many would appreciate better guidance from the Association.

It has been decided that we will create nine 'Regions' within the UK.

HOW IT WORKS

Regional Coordinators

Each region will have a designated Regional Coordinator. This person, who does not have to be a serving officer, will be nominated and approved by the PFOA. This is not a paid position although reasonable expenses will be covered and vehicle hire provided when needed.

The Regional Coordinator is responsible for ensuring that all the Force Coordinators within the region are kept up to date with the current policies and procedures of the Association. They will also be responsible for distribution of promotional and recruitment material throughout their region. This is a very important aspect of the Regional Coordinator's role as it is vital that the PFOA maintain a current and corporate profile in each force area.

Communication is important within any organisation and the Regional Coordinators will play a key role in ensuring that communication from the PFOA percolates swiftly and accurately throughout their Region. To aid this all Regional Coordinators will be expected to arrange a face to face meeting with all the Force Coordinators in their region at least once a year and arrange biannual regional meetings. By doing this the Association can be assured that none of the all important Force Coordinators are, or are left feeling that they are, left out of the loop.

Our Willfire Consultants will also benefit from this new role. It is PFOA policy that all Willfire Consultants on our list are made to feel that they are part of the PFOA extended family. In order for this to happen it is important that the Association keep in regular contact with them. Our new Regional Coordinators will be expected to make contact with all Willfire Consultants within their region.





at least twice a year. Contact can be by telephone or face to face or a mix of both. But this level of contact contributes towards our aforementioned desire to keep these really important people on board with the PFOA.

The PFOA realise that training of its personnel is of great importance. It also realises that such training can potentially be crippling expensive. To offset this potential expense the Association will aim to 'regionalise' its training. The plan is that we will identify several suitable police facilities in and around the UK to site the training of our coordinators and Welfare Consultants. The Regional Coordinators will assist in this with the aim of selecting these suitable training locations. They will also be responsible for the ongoing liaison with these centres. It is also envisaged that the Regional Coordinators will play a leading role in the delivery of training to the Force Coordinators in their Region.

Each of the Regional Coordinators will also be used to conduct enquiries on behalf of the Association, when required. This provides the PFOA with the ability to have its representatives on site very quickly as opposed to having to wait for the attendance of someone from the office. To assist the Regional Coordinator to fulfil this role, they will be given in depth training as to the role, protocols and procedures of the PFOA. They will also be formally introduced to all Chief Constables within their Region.

Force Coordinators

Each Force will have a single Force Coordinator responsible for representing the interests of the PFOA and its membership with that Force area. This coordinator will be a serving officer of the force in question and will be selected by the PFOA. Again, this is not a paid position but reasonable expenses will be paid.

The geographical limits of responsibility of this coordinator will be the Force they represent. They will be expected to ensure that the PFOA membership in their area is kept fully updated as to development within the Association and to facilitate and display all PFOA publicity and recruitment material.

These officers are the 'face' of the PFOA within their force and are responsible for bringing to the attention of the PFOA any welfare concerns or issue affecting the Association's members. In

order to do this effectively all Force Coordinators will be given appropriate training as to the correct protocols and procedures the PFOA employ in dealing with its members as well as liaising with the armed Force.

The Force Coordinator will have responsibility for conducting an annual visit to all Welfare Consultants in their Force. On average each Force has five such Welfare Consultants within their borders, so this task is not particularly daunting! But these visits are vitally important none the less. Whilst it is important to keep these professionals within the extended PFOA family it is also important that the annual checks ensure that the facilities used are still fit for purpose in regards their use by our members.

Assistant Force Coordinator

In Forces which are either geographically or numerically large the Force Coordinator can be assisted by an Assistant Force Coordinator. This person is nominated by the Force Coordinator and approved by the PFOA. They must be a serving officer within that Force and will have limited responsibility to a geographical area, base or department within it.

The Force Coordinator will at all times remain the single point of contact between the Force and the PFOA.

National Forces & the City and Metropolitan

The Metropolitan and City forces shall be regarded as a single region for the purposes of the PFOA with a single Regional Coordinator selected. The City and the various armed units within the Metropolitan Service will be deemed as Forces in their own right with Force and Assistant Force coordinators in place.

As regards the national forces. The Ministry of Defence Police, The Civil Nuclear Constabulary and the British Transport Police will be regarded as individual Forces with a single Force Coordinator in place. Due to the geographical spread of these organisations it is anticipated that there will be the need for several Assistants within each force.

Each base or station will be under the region in which it is located, thus being the responsibility of the relevant Regional Coordinator.

The Police Service of Northern Ireland will be regarded as a single force and will fall under the regional responsibility of North West Region. This will be reviewed as due course to ascertain if it should be a region in its own right.

Management of the Coordinators

Paul Laggart, one of the PFCA trustees, will be the Coordinator Manager for the Association and will have core responsibility for the management and administration of all the coordinators. He will ensure that the system works well and those forming part of it are aware of their roles and responsibilities.

This system of management recognises that the Association relies on the voluntary commitment of its coordinators. It is designed to cause as little inconvenience to them as is possible and the overall concept is to work smart as opposed to working hard. There will be a great sense of satisfaction felt by all concerned as they will be ensuring that the good work of the PFCA can be undertaken and is accessible to all members in all parts of the country.

If you would like to know more about the roles and responsibilities of the various roles please contact the PFCA office. ■

A VIEW FROM ABOVE!

WRITTEN BY CANON DAVID WILBRAHAM

FORCE CHAPLAIN – THAMES VALLEY POLICE NATIONAL POLICE CHAPLAIN

'CARPE DIEM'

The one thing, well probably the only thing, I have in common with William Shakespeare is that we share the same birthday – 23rd April. Interestingly, he also managed some 53 years later to die on the same date!

It was celebrated in the office with obligatory cream cakes and I did tell everyone I was 58 – a guess which is factually correct – as it has also been for the past four years! I am now, subject to any other government changes yet to be, probably halfway towards getting my pension and having the time to do all the things I would like to do. It was also a bit of a salutary work as, with all the media attention surrounding the death of Lady Thatcher, I was reminded of the turbulent years for our country during the 70s and 80s during my days in the Police. It made me feel a bit older and more conscious of *anno domini* to realise that I was past of luxury!

It is always interesting to ask people "how old do you feel?" and I guess my answer is 39/50 ish and certainly not what is probably described as 'middle age' and a qualified 'bigs loss'. However that is the reality and with it the realisation and appreciation of many things in life that I am grateful for and, for the most part, life is good. The other side of the coin is that I am conscious of change, especially in discovering the world of apps and clever IT gadgets etc, aware of some limitations – for example working on pen-pals and when it comes to using some brave face or strength suggesting to one of my sons that they might like to help! And sadly illness, in a few cases the death of contemporaries.

It is also probably a mark of age that one of my favourite film clips is the scene in 'The Dead Poet's Society', where the new and unorthodox English teacher John Keating, played by Robin Williams, gathers the class round the school trophy cabinet and in a unique way teaches the boys the meaning of some poetry.

GRANTED: ye resemble while ye may.

Old time is still a-flying.

And that same flower that smiles to-day

To-morrow will be dying.

Lines which the embarrassed and chattering school boys are told are from the poem by Robert Herrick, 'To the virgins, to make much of time'. Williams then has them look at the sepia pictures and trophies of former generations in the cabinet and from behind the hooded crowd whispers repeatedly the phrase "Carpe diem, Seize the day, boys. Make your lives extraordinary."

It is the sentiment of making the most of each and every day that appeals to me, of living and enjoying each moment and trying somehow, in however a small way, to make a difference. To notice the things that are important in the world and in people.

There is a trap that is easy to fall into that spends the time making plans for the future, of looking ahead to the time when we will have 'blue sky in the diary', when work will not be so busy, when we will not have to be working to earn money for a future holiday, retirement, when the kids have left home or whatever our plans are. I am not saying that we should not have good ideas and aspirations of adventure but rather that we must not let them take away from the value of today.

So often in my ministry I come across people whose lives are unexpectedly and suddenly derailed by critical illness, tragic circumstances, unexpected and untimely death and so often a career life to be re-evaluated.

What is really important? What are the things that really matter to me? Rarely is that work, the Police, a career, finances, however good they each might be. Time and time again it is the strength and value of close relationships with a partner, with family, and with friends. It is the preciousness of what people are rather than what they do. It is the glorious simplicity and wonder of the most ordinary 'trifles of life' that is the true gold rather than all the else that glitters.

We deal with such tragedy in our professional lives so often that we can become a little too tough at times. However when such things happen within our own families or within the wider 'Police family', such as the sad and untimely death of Probationary Constable Paul McKeever in January, we are reminded of the true value of life and of what we have and hold.

'Carpe Diem' – Seize the day!

David

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HEALTH & FITNESS

TRAINING WITH THE HEAVY BAG FOR GREAT CONDITIONING

WRITTEN BY JUSTIN COMWY

FORGET THE MODERN, EXPENSIVE, LATEST CRAZES WITH EQUIPMENT THAT IN SOME CASES IS TOTALLY INEFFECTIVE AND WHERE PIECES OF IT LITTER THE FLOORS OF MOST GYMS, GARAGES AND SPARE ROOMS

The heavy-bag is a traditional and extremely effective way in which to build muscle, increase fitness, shed excess body fat, decrease stress, develop valuable self defence skills and build muscle strength and conditioning. In short it was, and still is, one of the most effective pieces of kit in any gym and in this article I will hopefully convince you of its merits as well as providing you with a few extremely beneficial programmes to follow to realise what your fitness goals.

For the uninitiated, the heavy-bag is a leather or vinyl punch bag, filled with various 'stuff', from sand to water and weighs in at anything from 25 to 50 kilograms. It is obviously known for being used by professional and amateur boxers and fighters alike for building punching power, strength and stamina. For a simple piece of kit, this really will deliver amazing benefits... but obviously in order to produce these results you have to use it properly!

Firstly, and arguably most importantly, using a bag as a workout that requires minimal equipment and therefore minimal cash to set up. You'll need a bag, a pair of gloves and – depending on how hard and long you will be using the bag – some hand wraps. Add a bit of space on a level floor free from any trip hazards and you're away! Incorporate it into your current program or use it as a standalone workout.

The health and conditioning benefits of using the heavy-bag are virtually unparalleled. Training at the right intensity will run your cardio-

vascular system to the max. By keeping you in body constantly in motion, moving your feet around the bag and throwing punches will also burn huge amounts of calories. It is also self-regulating as far as intensity is concerned. The fitter and stronger you get, the harder and quicker you will be able to punch and the longer your workouts will last, allowing continued increases in fitness.

As well as improving your aerobic fitness, you will also increase your power. As I mentioned above, the main reason fighters use this piece of kit is to improve punching power. This comes from building strength in arms, chest, shoulders and back. However it is not only an upper body workout, as there is also a positive effect for your core muscles and legs by the very act of constantly moving around and co-ordinating punches over a sustained period.

I personally love the workout you get from using the heavy-bag. The improvement in terms of back, shoulder and arm strength and power is great. Although not the same as a pure weight training or body building workout it is a great way to improve the look of your physique by building muscle size and some while stripping off that extra layer of fat covering them. The routines I have devised here for you are ideal for those wanting to improve health and fitness while building and preserving muscle gain.

As well as the physical benefits to you, there are several other reasons and benefits to training in this way. By using proper techniques when punching and striking the bag, it is an ideal way of practising self defence techniques. Although

For more advice on training and nutrition make sure you check out my site at www.fundamentalstfitness.com





the bag against her back, with a bit of visualization you can practice putting together combinations, keeping your hands in a defensive / reactive position, and 'bobbing and weaving' as if avoid in front of a real life opponent.

This is also a great way to release stress! It has been proven a long time ago that hitting a heavy bag is a great way to literally melt away stress. Although some research has this great stress-busting quality, boxing / fighting or simply 'bag-fighting' not only gives the benefits of the exercise itself in reducing long term stress by improving mood and the body's ability to cope with it, but the 'hitting' aspect is said to allow the immediate channeling of any built up tension or aggression into something beneficial; the mind and body taking in a position where we are often precluded from acting on our 'inherent urge' to act in a physical manner when faced with various 'triggers', hitting an inanimate object designed for just the job allows you to vent and flush the build up of stress that may have built up during the day.

**hitting a heavy
bag is a great
way to literally
melt away
stress.**

Before you lay the first hand on the bag there are a number of important things you need to take into consideration to ensure you are properly prepared. In order to get the most effective workout and benefits from this

training regime you need to make sure that you follow these few points each and every time.

Firstly, make sure you wear the right kit. As I mentioned, hand-wraps are an essential piece of kit if you want to be able to move your hands after a hard or long punching session. You can either get the traditional style wrap, which after a bit of practice are quite easy to apply or get the pre-made hand protection. These are both specifically designed to protect the knuckles, small hand bones and the wrist and wearing these every time you train ensures protection from injury and longevity in this form of training.

After wrapping your hands, you then need to wear gloves. You again have a choice here. You can either wear a normal pair of boxing gloves or a good quality pair of 'bag' gloves, specifically designed for training on the bag. It really is up to you what you choose, however the better quality you can afford will ensure that you get a better workout and will be much harder wearing and therefore longer lasting. Boxing gloves also come in differing weights – the heavier the glove the harder the workout – so watch bearing in mind before you purchase your first pair of gloves if just starting out.

Right, now you are all kitted up you are ready to go. Well almost!

When following the routines I have put together at the end of this article you need to ensure that you firstly warm up properly. I can't stress this enough. This is an intense and demanding workout that can easily cause damage to muscles and joints if not properly warmed up first. A gentle five minute jog or five minutes skipping (if you really want to have the whole 'Rocky' experience)

will suffice. Follow this by some single joint rotations and you are good to go.

When performing the rotation you should make sure that all punches are thrown from the 'fighting stance' and emphasis is placed on proper form and technique. This again will improve the effectiveness of the benefits I mentioned above, such as building strength and speed as well as keeping the risk of injury to a minimum. You should always begin with light punches for the first few minutes to allow your body to fully adapt to the onslaught which is to follow and ensure that you breathe correctly throughout. When warm, all punches thrown must be quick and hard.

There are four main punches you should concentrate on during your time on the bag (again if you take into account they can be done with both hands). These are:

1 JAB / STRAIGHT

The Jab or Straight is the primary punch. It is a snapping punch done with the 'leading' hand. This is performed with either the left or right hand, depending on which one is in front. When you are in the fighting stance, keep your hands raised and deliver these punches quickly and with maximum force, bringing your hand back to a defensive position between 'blows'.

2 CROSS

Performed with the 'trailing' hand. This punch naturally follows the jab to give the traditional 1, 2 combination and is generally the heaviest of the two punches. As above this is thrown from the fighting stance with maximum force whilst keeping your front hand and arm up in a blocking position – don't drop your hands when delivering any punch!

3 HOOK

This can be performed with either the left or right hand and is normally delivered 'up close and personal' with the opponent or bag in this case. This is not a flailing layman's style punch, which will generally end up damaging you in some way due to it being a wild and uncontrolled technique. Keep the elbows high when delivering this punch and ensure you connect with the bag using the knuckles on the middle and index finger – it is easy to damage the smaller knuckles if you use poor technique.

4 UPPER-CUT

Again performed with either hand, this punch is delivered to either the head or body region. When delivering this punch on the bag, due to its shape, the angle needs to be opened up and driven into the bag as opposed to straight up as you would an opponent's chin.

This is a technical sparring motion and the idea of this routine is not to turn you into the 18th Marquis of Queensbury (Google it if you have no idea of what I'm talking about). The emphasis is very much on continuous movement providing for a calorie burning, strength building programme which will provide you with all the benefits listed. To that end I am not including any 'kill' or technique exercises just straight into second one.

The routine basically consists of the following:

- 3 minute warm up of your choice – this can either be jogging, static bike, skipping or anything else that will get you moving and warm up your muscles and joints.
- 1-2 minutes or so rotating all the joints. Make sure you do all

joints working from your head and neck down to your ankles. You don't need to spend long doing it, but it is worthwhile.

- 1-2 rounds* light punching on the heavy bag focusing on technique, not over stretching and ensuring you are fully mobile and warmed up.
- 10 rounds* heavy and hard as your maximum intensity. This is obviously the main body of the training regime and the part which is really going to make a difference. 10 rounds are optimal and something that should be aimed to if you are just beginning – don't worry if it isn't going to be your first time training like this. You might feel like to start with but the next day or two your body will not be thanking you for it. If just starting out, start with five rounds and each time you train add an extra round until you reach 10!
- Five minute cool down. This should be similar to your warm-up but obviously lowering the heart rate back down and trying to flush some lactic acid out of the muscles – light stretching is also ideal at this point!
- *A round is the same as a traditional boxing round and will last for 3 minutes. After each round (3 minutes) you will have a 1 minute break from punching the bag. This does not mean you can sit down and have a quick 'big' though – this time should be used to grab a quick mouthful of water and then keep the heart rate up by jogging or skipping on the spot until it is time to start the next round.

To complete the full routine above it should take you in the region of an hour, and it is estimated you will burn anywhere in the region of 300-600 calories in that time (depending on intensity).

An alternative routine you can do, if you are training with a partner, is warm up as above but then train one minute on the bag then skipping on one minute skipping. Just keep skipping until you can either no longer breathe comfortably or use a pre-set time limit, such as 30 minutes or whatever you decide.

Depending on your current training regime, I would recommend doing this sort of training one to three times a week. If you are unsure, always err on the side of caution and remember it is always best to start with less and build up gradually than to just go straight in as hard as you can and end getting injured. And that's it – straight forward, simple, basic training at its best.

Make sure you always take in plenty of water, consult a GP before carrying out any strenuous exercise and remember if you hurt yourself, it's your own fault and has got nothing to do with me! A further disclaimer can be found on my website www.fundamentalfitness.com – just in case you are interested! ■



COUNSELLING & PARADIGMATIC COACHING SUPPORT

The past few months has seen the PFOA assisting many officers from all over the country. There is a slight misconception that we only provide support to officers and their families when they have been involved in a shooting. The reality is that 95% of our work bases no relation to such incidents, and is a mixture of misfortune, health, anxiety and distress caused by everyday life.

Whilst we have always insisted we cannot assist with debt, legal fees or any discipline procedures, we will always take a view on a request for support by a member or his/her family. Here are just a few examples of where we have assisted members recently.

Officer's wife suffering from serious illness

- We assisted with additional costs of hospital visits, parking, refreshments etc.
- Provided the family with a break
- Provided a house cleaner for six months

Officer sustained a serious leg injury

- We provided officer with CPM Machine (continual passive motion) which we hired for two months to speed up his recovery and return to work.

Officer diagnosed with a serious illness

- We provided a private break at a spa hotel for officer, his partner and two children

Essex Police Firearm Unit 40th Anniversary Family Day

- The PFOA has provided funds for organizing the event printed mugs for all those that attend and sweets for the kids and parents!

Officer's child diagnosed with cancer

- We have provided funds immediately to support the family whilst they spend many days at the hospital
- Counselling and Coaching available as and when they require it.

We have provided specialist counselling for five officers and their families for various reasons. Our Paradigm Coaches have assisted seven officers for various reasons including phobias, loss of confidence with shooting and anxiety. We are here for you too, if you need assistance or just want someone to talk to.

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WELCOME TO RIDEOUT,
THE SECTION DEDICATED
TO THE HUGE NUMBER
OF MOTORCYCLISTS
AMONGST OUR
MEMBERSHIP



WRITTEN BY MICK BURKE
TRUSTEE PFOA
mick@pfoa.co.uk

Rideout

Let's be honest, we might have to rename this section if the bad weather continues. My bike hasn't turned a wheel since November and I haven't heard from anyone doing anything other than a reluctant commute. Seems at the moment that if the snow and ice doesn't get you the patholoids will!

TEAPOTONS.COM

If you're a dedicated biker and fundraiser then check out this site for the story of one of our members great adventures. Bruce (pictured) decided to ride around the world on a GSXR1000. An unlikely choice of machine was the least of his worries. Knowledge of finances came in handy though. Makes fascinating reading. We'll be catching up with Bruce in a later edition.



RIDE TO THE BWMF

I'm sure a Rideout is the last thing on most peoples minds at the moment but looking ahead there will be a PFOA visit to The Battle of Britain Memorial Flight (BWMF) at RAF Coningsby in Lincolnshire on June 24th 2013. You may not be aware that this year is the 70th anniversary of the legendary Dambuster raid, and the BWMF has one of only two surviving Lancaster bombers in the world, together with Spitfires, Hurricanes and a Dakota. The plan will be to meet nearby for breakfast before riding in for a guided tour. We'll also check out local hotels for those wanting to stay over. Cadwell Park Race Circuit is nearby for those wanting

to combine the trip with a track day or evening. Places will be very limited so email mick@pfoa.co.uk putting BWMF in subject field to secure a place or for further details.

PFOA MOTORSPORT

Rumours have reached the Rideout office that the PFOA's very own road racer has had a bit of an 'incident' and due to injury hasn't been able to do much pre-season testing. No-one seems to know how he was injured or if it even involved a two-wheeled machine. More worryingly, the question has to be whether or not the PFOA logo sticker will ever be spotted in Motorcycle News or on Sky Sport. As the BBC did with the 'Sog', we intend to keep his identity secret as long as possible, to protect him from the press frenzy and adoring fans!

PFOA TRACKDAY

Sadly (typically) our plans for an exclusive Trackday on September 8th have had to be postponed due to extremely busy operational commitments throughout Sept/Oct which means that many of those who expressed interest will not be able to attend. We will now be researching May 2014 dates and venues. Please keep the expressions of interest coming.

RECOMMENDED DEALER

In issue 1 of TOP COVER I asked for members to let us know if they recommended a particular dealership. Now I don't know if you are all trying to keep them as best kept secrets but amazingly out of the hundreds of dealers of road and off road bikes, only one dealer in the UK has been recommended. Congratulations to PMH in Crawley, Sussex, who got the vote. We will be checking them out in a future edition. Keep safe out there. ■

HEALTH & FITNESS



NIGHT SHIFT?

Shift yourself to a healthy diet

The sleep/wake cycle is controlled by circadian rhythms, biological pulses of hormones regulated by pacemakers of the nucleus of the hypothalamus (James et al, 2007). Hormones peak and fall in order to regulate body temperature, respiration rate, heart rate, blood pressure, hormone production and gastrointestinal function (Harrington, 2001).

A key hormone is melatonin, which peaks later in the day due to dim light conditions, referred to as 'the light melatonin onset' or DLMO (Pandi Perreault, 2007). Melatonin induces the induction of activity, alertness and digestion to enable sleep and rest (Schwartz, 2005). In comparison, during daylight hours melatonin is almost completely undetectable.

Re-orientation of the sleep/wake cycle due to night shifts can lead to serious side effects of fatigue, irritability, anxiety, depression, obesity, increased cholesterol and cardiovascular problems such as stroke and heart attacks. A major study published by the British Medical Journal systematically reviewed 34 studies with over two million participants and concluded shift work is associated with an increased risk of cardiovascular problems (23%) and stroke (3%). Night shifts were associated with the steepest rise in coronary events (41%). However, shiftwork was not associated with increased mortality (Yan et al, 2012).

These serious cardiovascular conditions mentioned above may be associated with weight gain and obesity. Due to fatigue, those on night shifts may have an increased tendency to opt for sugary foods in the form of snacks, which provide a burst of energy but lead to increased fatigue later in the shift (Schwartz, 2005). Over time, these high sugar snacks will contribute to weight gain and obesity. Furthermore, due to night food consumption and reduced digestion (due to the fall in hormones stimulating gut function) gastrointestinal problems such as heartburn, abdominal pain, flatulence, constipation and diarrhoea are common (Harrington, 2001).

There are however some silver linings to the problems discussed once eating the right foods at specific times can reduce the feelings of fatigue and sluggishness and increase your energy, alertness and overall mood.

The Harvard plate demonstrates what food plates should look like and indicates portion sizes with the biggest section reserving vegetables (nearly half the dinner plate) and the rest divided between starchy carbohydrates and proteins.

IN MANY WAYS,
WORKING A NIGHT
SHIFT IS WORKING
AGAINST YOUR
'NORMAL' FUNCTIONING
SINCE, BIOLOGICALLY,
WE ARE PROGRAMMED
TO BE ACTIVE (WORK)
DURING THE DAY AND
REST (SLEEP) AT NIGHT.

WRITTEN BY CAZ FRANCIS



TIPS FOR HEALTHY EATING AT ANY TIME

- Have regular light meals, which are low in fat, not too spicy
- Meal schedules and timings which work for you

MEAL	TIME	FOOD OPTIONS
First meal of the day	Eat before the start of the shift	<p>Main meal at home</p> <ul style="list-style-type: none"> • Healthy/balanced meal of fruits and vegetables, protein and starchy-based products (wholemeal rice, wholemeal pasta, potatoes)
Meal to break the shift up	11:30pm-1am	<ul style="list-style-type: none"> • Light meal such as wholemeal bread sandwich containing meat and salad or cheese and pickle • Soup with added lentils or vegetables to increase bulk • Chicken and noodle salad
Smallest meal of the day	3am-5am	<ul style="list-style-type: none"> • Wholemeal toast with thin scraping of peanut butter • Piece of fruit • Vegetable sticks with hummus
If hungry before you sleep	7am-8am	<ul style="list-style-type: none"> • Toast • Cereal • Orange juice

Adapted from Schenck (2005)

Be sure to include the following into your diet both at home and at work to feel the benefits of increased energy and alertness:

- Have plenty of fruits and vegetables (5+ portions / day)
- When choosing starchy carbohydrates, opt for high fibre foods like wholemeal bread, whole grain cereals, wholemeal pasta, wholemeal rice and wholemeal cereals
- Choose low fat meats such as chicken, turkey and pork loin
- Try to eat more fat on meats
- Choose more skinned or skinned milk so put on cereal or for use in tea
- Try sweetener in tea and coffee instead of sugar
- Choose low fat cheese and aim to have no more than 30g (size of a match box)
- Choose low fat yogurt
- Use low fat margarine and use a very thin scraping
- Stay hydrated with eight glasses of water each day
- Limit consumption of fatty drinks and choose sugar free squash
- Avoid caffeine after 4am and choose decaf tea and coffee
- Regular exercise (30 minutes of moderate exercise per day)

- Try to avoid the vending machines and bring in snacks from home

HEALTHY SNACK OPTIONS

- Fruit
- Vegetable sticks with hummus
- Hot cross bun
- Rice cakes with sliced banana
- Handful of unsalted mixed nuts
- Chicken

FURTHER INFORMATION

- **Five a day portion sizes**
www.nhs.uk/Livewell/5ADAY/Pages/FiveaDay.aspx
- **The Eat Well Plate**
www.nhs.uk/Livewell/Goodfood/Pages/eatwell-plate.aspx
- **Eat Well, Live Well Food and Diet**
www.nhs.uk/LiveWell/Goodfood/Pages/Goodfoodhome.aspx
- **Change4Life**
www.nhs.uk/Change4Life/Pages/change-for-life.aspx ■

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SOMETHING FOR THE WEEKEND

NITON999 LIGHTWEIGHT RIPSTOP CARGO TROUSER

Another product we have used recently is the Niton999 lightweight ripstop cargo trouser. They are incredibly durable and comfortable, and can be worn for work or when you are off duty out and about. They are stylish and practical benefiting from numerous pockets and dry out quickly if they get wet.

SPECIFICATION

- Choose from 100% Cotton Canvas (TAC32-37) or Polycotton Ripstop (TAC38-43) – extremely durable yet whisper quiet
- Double layer knees and seat for abrasion resistance
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- Strategically placed pockets: two front slash pockets, two rear pockets, two extra large cargo leg pockets, one reliable phone pocket
- Easy care machine wash
- £40 including VAT from www.niton999.com



NITON 999 TACTICAL POLO SHIRT

The PFOA use the Niton Tactical Polo Shirt for when we attend shows and family days. They are great value for money and are well made. They do not lose shape in the wash, and have ventholes whatever we have thrown at them, literally!

No shrinking. No wrinkling. No fading. This is the most evolved polo shirt you will ever wear. Made from 100% Cotton Self Peque Knot, this polo allows you to maintain that professional look time and time again. Say goodbye to dull colour, curled collars and puckered embroidery. Dual pencil pockets at left sleeve. No roll collar/ permanent stay. Three melamine button placket. Also available in black, white & navy blue.

Available for £15 from www.niton999.co.uk



HAIX GSG9-S RANGER TACTICAL BOOTS

WRITTEN BY KAIL SMITH

These are, and I'm not saying it because they are Haix Boots, they are big supporters of the PFOA, possibly the best lightweight boots I have ever worn, including my 12 years clearing pits in the army.

They are very lightweight, durable, breathable and I have used them on ranges, tactics, and the occasional dog walking exercise. I have come to enjoy them so much I sleep in them!

All joking aside I had the pleasure of testing these for Haix and they are very comfortable, strong and more importantly lightweight for those shift workers out there.

They adopt a sun reflective material that keeps sunlight from heating your boots up. Kevlar in the sole to stop any penetration, the heels have some sort of an impact absorption material, and a cleats system ensuring you don't coast your feet.

The tread non-slip and water-resistant. They are durable and have worked well in keeping me on my feet in the recent cold snap, staying warm and providing traction control walking up and down the hills of Norfolk. I have used them on search courses and tactics and have found them versatile and comfortable in whatever I've been up to, including lounging in the office! They have a fast lacing system, with a unique locking system that keeps them snug on your feet, they are soft leather and therefore easy to break in and wear. A good boot that I would highly recommend.

HAIX GSG9 S RANGER was developed with Special Operation Commandos & Special teams.

SPECIFICATION

Material	1.8-3.0mm waterproof Leder
Colour	Black
Leg height	88.5cm
Insole	CRISTECH
Sole	Drives
Size	UK 5-12
Extra	UK 12.5-15



something
for the
weekend?

WE
TEST THE
LATEST KIT
AND TELL IT
HOW IT IS



Congratulations to Andy Lallo, a long term friend and supporter of the PFOA. I finally managed to catch up with Andy at the 2013 PFOA Ball where I was able to present him with his Life Member Certificate. As well as many years operational work with SO19 in the West, Andy has spent the last few years with the NPA, and lately the College of Policing ensuring that firearms officers are afforded the best training and support.



Congratulations to Superintendent Ian Chappell on his recent retirement from the Metropolitan Police Service. 30+ years of exemplary service, spending the last nine years within the firearms family. Ian was a Post Incident Manager on many occasions including several fatal shootings. Ever popular with his officers and peers alike, he did a great job looking after those afflicted by high profile incidents. Ian has also been a PFOA member from the start and supported us in every way he could.

Happy retirement best, from all of us!

West Yorkshire Police Federation lead the way in PIM training for Reps

West Yorkshire Police Federation have recently given the go ahead for a ground breaking approach to Post Incident Management training for their Fed Reps. Ned Liddemore, the discipline lead for West Yorkshire Federation and Darren Schofield, a North West Leeds Rep approached our very own Mr PIM, Steve Hawesam who has devised a five day course culminating in a pass or fail assessment. The course mirrors the already outstanding National PIM course but is designed specifically around the Federation role. This course will benefit not only the Fed Reps but the officers they will represent and indeed West Yorkshire Police. The residential course will comprise of various guest speakers talking about their experiences including principal officers, and post incident managers who have dealt with both firearms and non-firearms fatal incidents. The IPCC will also be involved along with Federation lawyers.

The PFOA wholeheartedly supports this ground breaking venture by West Yorkshire Police Federation and sees this as a template for the future training of Fed Reps to support not only firearms officers but all police officers involved in death or serious injury or police contact incidents.

The course is running on 16-20th September 2013 and 14-18th October 2013. Any Fed Reps wishing to attend either of the two courses should contact Ned Liddemore via the West Yorkshire Police Federation Office on 01924 255454/3.

Well done West Yorks Fed!

West Yorkshire Police
Federation



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